

PERSON SPECIFICATION
HLTA – Grade 12

Attributes	Essential	Desirable
Education/ Qualifications	• HLTA qualification or equivalent • GCSE C or above/Level 2 English & Maths or equivalent • Evidence of commitment to Continual Professional Development (CPD)	• Foundation or degree in childhood studies or similar
Experience	• Substantial experience working in an educational setting. • Experience of working in a PRU or with children with SEMH needs • Experience of delivering BTEC or other accredited courses. • Ability to lead groups and whole class • Experience of working on own initiative • Differentiated resources to suit learners with a range of needs	• Experience leading whole class activities • Contributed to record keeping • Lead off-site visits, including risk assessments
Knowledge/ Aptitude	• Ability to demonstrate patience, positivity and flexibility. • Ability to work on own initiative and under the direction of others. • Ability to work collaboratively and consistently with others. • Ability to work sensitively, understanding the need for confidentiality.	• An understanding of areas of SEND • Knowledge of positive strategies to work with children and young people who have SEMH needs
Personal qualities and relationships	• Excellent communication skills. • Good organisation skills. • Commitment, enthusiasm and passion to children's development. • Self-motivated, reflective and confident with a positive attitude. • Commitment to safeguarding children and young people. • Ability to work as part of a highly skilled and successful team of staff.	